LEVELS OF TRUTH

LEVEL	Statement	Example		Skill Required
-1	Self-Deception	(I am not Aware)		I choose not to let myself know
0	Withholding (Silence)	(I will not Tell You)		I sense something important and do not express it
1	"You are…	… a JERK"		Willing to express self
2	"Toward you I feel…	… Dislike"		Aware of my feelings
3	"Because you…	…don't answer answer my calls"		Make connections, Aware of basis of my feelings
4	"I think you feel I …	… am Insignificant"		Aware of what I Sense from others
5	"I fear I…	… am Insignificant"		I recognize my Fears about myself

If I want to understand what "IS", and learn how to change what I want to change, then some questions I want to answer are:

- How do I act toward people?

- How do people act toward me?

- How are you and I alike?

- How do we differ?

- How can I better understand my behavior?

- How can I understand you better?

I am **not** concerned with:

- Evaluating myself

- What is good or bad

- Blaming myself for anything

I **am** concerned with:

- What is

- How to change what I want to change

From Your Perspective

- You do not pay close enough attention to me.

- You idealize me and see only the positive side of me.

- You do not like me and see mainly the negative side of me.

- You are not like me and you have no experience with and little insight into people like me.

From My Perspective

- I am not aware of myself and I do not see myself as clearly as other people see me.

- I am a complex person and it is difficult for people to figure me out.

- I am deliberately opaque.

- I do not want people to know me as I really am.

The Human Element
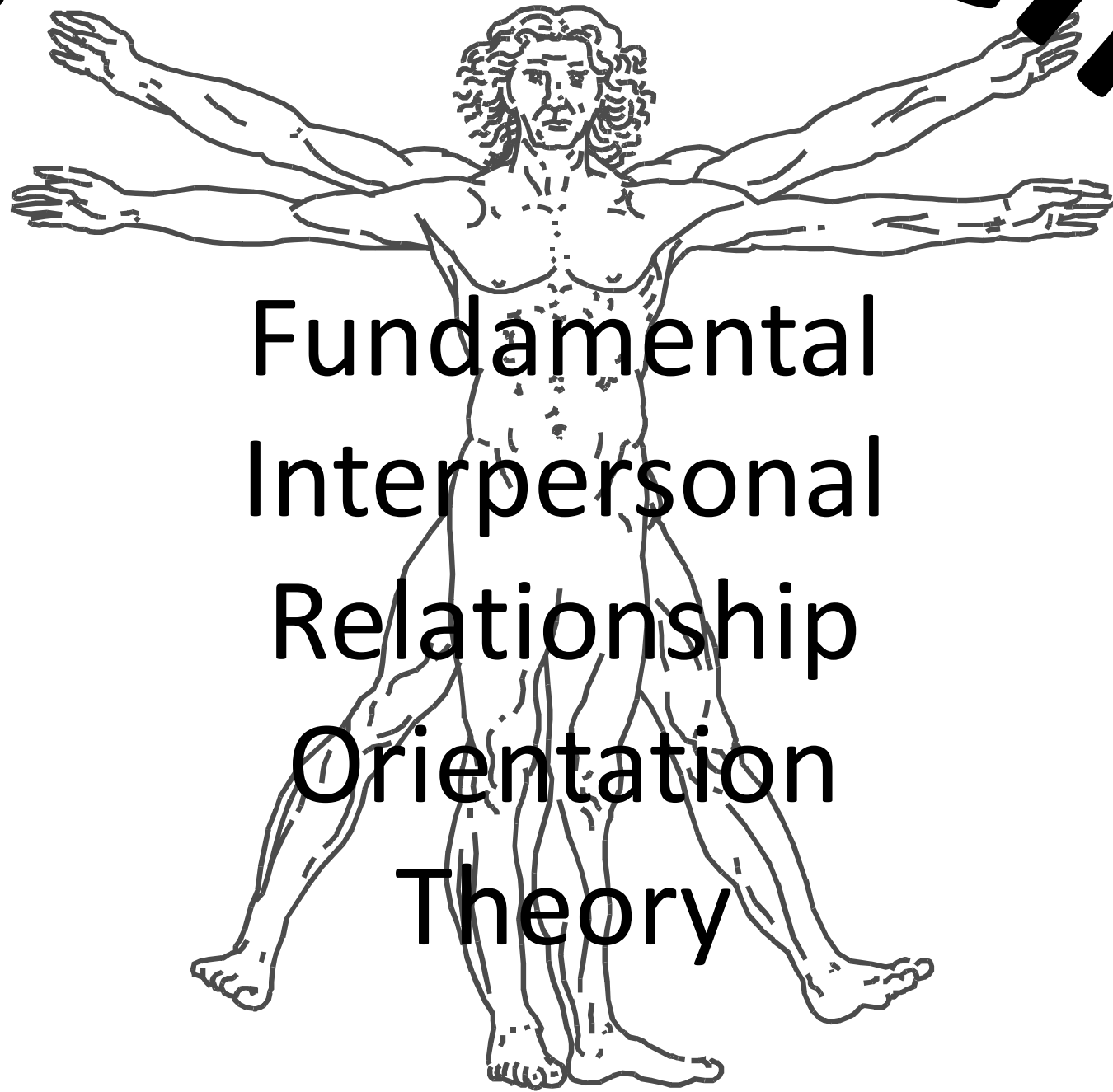
Fundamental
Interpersonal
Relationship
Orientation
Theory

INCLUSION

Concerned with "In" – "Out"

- Want to establish a satisfactory relationship with people based on mutual interest

- Refers to associations between people

- Identity – Am I identifiable from other people?

- What aspect of me are others interested in?

INCLUSION

Issue:	Characterized by:
What's going on?	Safe topics of conversation
Are people going to accept me?	War stories
Who are the others in this group?	Checking out others
What are my/others' roles?	Checking out the trainers
Is my input accepted?	Checking out leaders
Is my input ignored?	Requesting specific instructions
What are my boundaries?	Withdrawing
What are the boundaries of others?	Overtalking
How can I do things right?	Exhibitionism
	Following others
	Questioning norms and goals
	"I'm bored"
	"I'm interested"
	"I'm uncomfortable"
	Saying "good-bye" and re-entry (closing) out group activities

CONTROL

Concerned with
"Top" – "Bottom"

- Want to establish and maintain a satisfactory relationship with respect to control and power.

- Refers to the decision-making process between people

- Control behavior frequently exhibited through group tasks.

CONTROL

Issue:	Characterized by:
Who is the leader?	Leadership/power struggles
Who's really running the show?	Challenging/criticizing the leader
Are my needs being met?	Boasting
Is my input important?	Sub-grouping
How much responsibility do I have?	Influencing others to form a power base
How much influence do I have?	Attacking others
How can I do things my way?	Red-crossing
	Capitulating
	Emphasis on task accomplishment
	Electing the senior person
	Electing the least influential person

OPENNESS

Concerned with
"Open" – "Closed"

- Want to establish and maintain a satisfactory relationship with respect to love and openness.

- Related to becoming close.

- Characterized by overtures of friendship and strong differentiation between people.

OPENNESS

Issue:	Characterized by:
To what extent do I trust and am I trusted?	Easy give and take
	Equitable distribution of warmth
Can I express and receive emotions?	High level of self- disclosure
	Open expression of Emotion
Am I loyal to group members?	Social/personal space reduced
Are they loyal to me?	Active listening
Is personal attraction OK?	Pairing
Will others be jealous?	Jealously
How will my/your/our disagreements affect our group cohesion?	Coordination and cooperation
	Synergy
	Group-think
How can we work together in harmony & get the job done?	"I feel comfortable"
	Forecasting the end of the group (closing out group activities)
How can we keep this level of group development?	

TRUST

CONTROL

OPENNESS

RISK

CONFLICT

Top/Bottom
Commo/Talk about task
Commitment to goal
Feelings of competence
Fear of Humiliation

Open/Closed
Commo/Personal about Each Other
Commitment to Group
Feelings of Likeability
Fear of Rejection

Copiability

RISK

In/Out
Commo/Social & Weather
Commitment to Self
Feelings of Significance
Fear of Being Ignored

INCLUSION

TRUST